

EDAD 6020 Final Presentation
William Glasser & His Notion of Quality Schools

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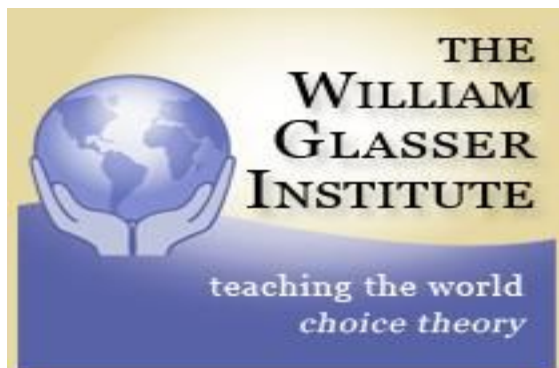
Part 1:

Bio of Glasser



William Glasser (1925-2013)

- an American Psychiatrist born in Cleveland, Ohio
- was a practicing psychiatrist
- authored and co authored many books on mental health, counseling, the improvement of schools and teaching
- founder of the William Glasser Institute (1967, formerly known as The Institute for Reality Therapy)
- developer of C. Edward Demming's Reality Therapy and Choice Theory
- approach was non-traditional; did not believe in "mental illness" unless something was organically wrong with a brain that could be confirmed by a pathologist



Part 2:
Choice Theory
(Saretta Jackson)

Choice Theory was developed by William Glasser. It is the explanation of human behavior based on internal motivation. We use choice to meet the five basic needs of our genetic structure. Lead management is the application of choice theory.

The five basic needs:

- survival
- love and belonging
- power
- freedom
- fun

The 10 axioms of Choice Theory

1. The only person whose behavior we can control is our own.
2. All we can give another person is information.
3. All long-lasting psychological problems are relationship problems.
4. The problem relationship is always part of our present life.
5. What happened in the past has everything to do with what we are today, but we can only satisfy our basic needs right now and plan to continue satisfying them in the future.
6. We can only satisfy our needs by satisfying the pictures in our Quality World.
7. All we do is behave.
8. All behavior is Total Behavior and is made up of four components: acting, thinking, feeling and physiology
9. All Total Behavior is chosen, but we only have direct control over the acting and thinking components. We can only control our feeling and physiology indirectly through how we choose to act and think.
10. All Total Behavior is designated by verbs and named by the part that is the most recognizable.

Choice theory, with the Seven Caring Habits, replaces external control psychology and the Seven Deadly Habits. External control, the present psychology of almost all people in the world, is destructive to relationships. When used, it will destroy the ability of one or both to find satisfaction in that relationship and will result in a disconnection from each other. Being disconnected is the source of almost all human problems such as what is called mental illness, drug addiction, violence, crime, school failure, spousal abuse, to mention a few.

Relationships and Our Habits

7 Caring Habits

Supporting
Encouraging
Listening
Accepting
Trusting
Respecting
Negotiating

7 Deadly Habits

Criticizing
Blaming
Complaining
Nagging
Threatening
Punishing
Bribing, reward to control

Choice Theory Resources:

★ **Video on Fault/Responsibility**

<https://wglasser.com/our-approach/choice-theory/>

★ **Video on Choice Theory**

<https://www.youtube.com/watch?v=yZA0zAgOl60>

★ **Activities on Choice Theory**

<http://brucedavenport.com/images/pdf/needs.pdf>

<https://lo.unisa.edu.au/mod/book/view.php?id=454028&chapterid=74014>

LEAD MANAGEMENT

Lead Management is the application of Choice Theory to any situation where one's responsibility is to manage others

"The better we know someone and the more we like about what we know, the harder we will work for that person," (W. Edwards Deming)

In Choice Theory terms, we will work hard for:

- Those we care about and who care about us (love and belonging).
- Those we respect and who respect us (power).
- Those who allow us to think for ourselves and provide us with choices (freedom).
- Those with whom we laugh (fun).
- Those who provide us with the conditions for physical and emotional security (survival).

Tasks:

- ❖ Match Up Relationships & Habits
- ❖ 10 Axioms of Choice Theory

Part 3:
Reality Therapy
(Mary Matney)

→ Reality Therapy is a form of counselling that encourages the individual being counselled to look for solutions to problems by changing his or her own behaviour. It uses a process of strategic questioning to initially help the person to find out what he or she really wants out of the problematic situation and then to assist the person in developing a personal plan to achieve it. Fundamental to Reality Therapy is the belief that the only behaviour a person can change is their own and that they need to take responsibility for this if they want to be happy. It emphasises that individuals need to choose their own futures by living and planning in the present.

→ Reality Therapy is a very powerful form of counselling that requires considerable training and skill to use effectively. Essentially the therapist or teacher trained in Reality Therapy, through the strategic questioning process, holds up a mirror so that individual can see more clearly what he or she really wants and whether his or her own behaviour is moving them closer or further away from that.

→ Reality therapy is considered an effective therapeutic strategy for addressing many issues, but it can be especially valuable in treating difficulties faced by [children and young adults](#) at [school](#) and in their communities. Research has shown improvements in overall classroom functioning, cooperation, and a decrease in challenging behaviors when teachers and [school counselors](#) are adequately trained in reality therapy. Studies have also indicated that reality therapy is useful when applied to certain issues with behavioral components, including teen pregnancy. Reality therapy works from the perspective that people must assume responsibility for their behavior if they wish to change it.

→ Reality therapy has also been effective in the broader community, such as when integrated into athletic coaching and in work with juvenile offenders, to facilitate behavioral change. This form of therapy can help bridge the gap between intolerance and ignorance through education and equality, often resulting in a more unified group.

Reality Therapy Resources:

★ **Padraig O'Morain's Little Guide to Choice Theory & Reality Therapy:**

https://www.padraigomorain.com/uploads/7/6/5/3/7653771/little_guide_to_choice_theory.pdf

★ **Video on Reality Therapy:**

<https://youtu.be/mZWGzWPqja0>

★ **Reality Therapy Wdep Model:**

<https://i.pinimg.com/564x/3b/0a/da/3b0ada59391ceeeae6a77205f22d00c1.jpg>

★ **Using Reality Therapy in Schools (Article):**

https://digitalcommons.wku.edu/cgi/viewcontent.cgi?referer=https://www.bing.com/&httpsredir=1&article=1036&context=csa_fac_pub

Tasks:

- ❖ Watch Video on Reality Therapy
- ❖ Role Play 4 Scenarios in which the Wdep Model for Reality Therapy could be implemented as an administrator.

Part 4:
Quality Schools
(Danielle Ramage)

The Quality School is published in 1990, ***The Quality School Teacher*** is published in 1993
In 1994 Glasser and his wife begin work in the Schwab Middle School in Cincinnati, OH., to train staff in the Quality School ideas.

Quality schools, best described in Dr. William Glasser's *The Quality School*, *The Quality School Teacher*, *Choice Theory*, and Robert Sullo's *Inspiring Quality in Your School*, **are schools that intentionally apply the ideas of Choice Theory, the practices of Lead Management and the process of Reality Therapy throughout the school.**

Six Criteria for a Quality School:

1. All discipline problems, not incidents, will be eliminated in two years. A significant drop should occur in year one.
2. At the time the school becomes a quality school, achievement scores on state assessment tests should be improved over what was achieved in the past.
3. TLC means that all grades below competence, or what is now a B, will be eliminated. Students will have to demonstrate competence to their teachers or to designated teacher's assistants to get credit for the grades or courses. All schooling** will be eliminated and replaced by useful education.
4. All students will do some quality work each year - that is, work that is significantly beyond competence. All such work will receive an A or higher grade. This criterion will give hardworking students a chance to show that they can excel.
5. All staff and students will be taught to use choice theory in their lives and in their work in school. Parents will be encouraged to participate in study groups to become familiar with choice theory. A few of these groups will be led by teachers to start, but parent volunteers will be asked to take the groups over once they get started.
6. It will be obvious by the end of the first year that this is a joyful school.

Quality Schools Resources:

★ **How to Become a Quality School:**

https://www.wglasserinternational.org/wp-content/uploads/bsk-pdf-manager/GQSFinalMay-2016_182.pdf

★ **Video: Glasser and Huntington Woods Elementary: Watch 15:55-23:57**

<https://www.youtube.com/watch?v=5nEesXu9vQ8>

★ **Quality Schools International:**

<https://www.wglasserinternational.org/courses/professional-development/quality-schools/>

★ **Quality School: Chia, Columbia**

<https://www.youtube.com/watch?v=wJIaPHmRIAI>

★ **List of Quality Schools:**

<http://www.wglasserinternational.org/courses/professional-development/quality-schools/declared-quality-schools>

Tasks:

- ❖ Watch Videos on Quality Schools